

Department of Police Accountability 3rd Quarter Report

July-September 2021



Presented to:

The Honorable London N. Breed, Mayor

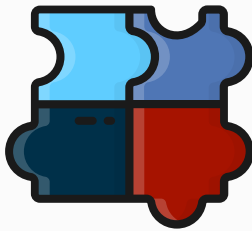
The Honorable Shamann Walton, President, San Francisco Board of Supervisors

Members, the San Francisco Board of Supervisors

President Malia Cohen and Members, the San Francisco Police Commission
San Francisco Police Chief William Scott



Body-worn camera
footage was used to
determine the outcome in
6 cases



Mediated 8 cases



DPA launched new
website



KEY TAKEAWAYS



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INVESTIGATIONS

The Department of Police Accountability (DPA) saw a dip in cases received during the third quarter of 2021. During this period, the DPA Investigators received a total of 198 cases, an 8% increase from 183 in the same period of 2020. Case closures decreased from 212 in the third quarter of 2020 to 201 in 2021.

The DPA brought a total of 550* allegations against officers in the third quarter of 2021, the majority being for Neglect of Duty. Of the allegations brought against sworn members of the San Francisco Police Department (SFPD), 234 allegations, or 43%, were found to be either Proper Conduct or Unfounded.

Body-worn camera footage continued to be a valuable investigative tool. From July through the end of September, the DPA investigated 6 cases where the events captured by an officers' camera proved to be outcome determinative.

Cases Received
In 3Q Increased
By 8% Year-On-
Year To 198



Case Closures In 3Q
Decreased By 5%
Year-on-year To 201



43% Of The Allegations
Brought Against Officers
During 3Q Were Found
To Be Proper Conduct

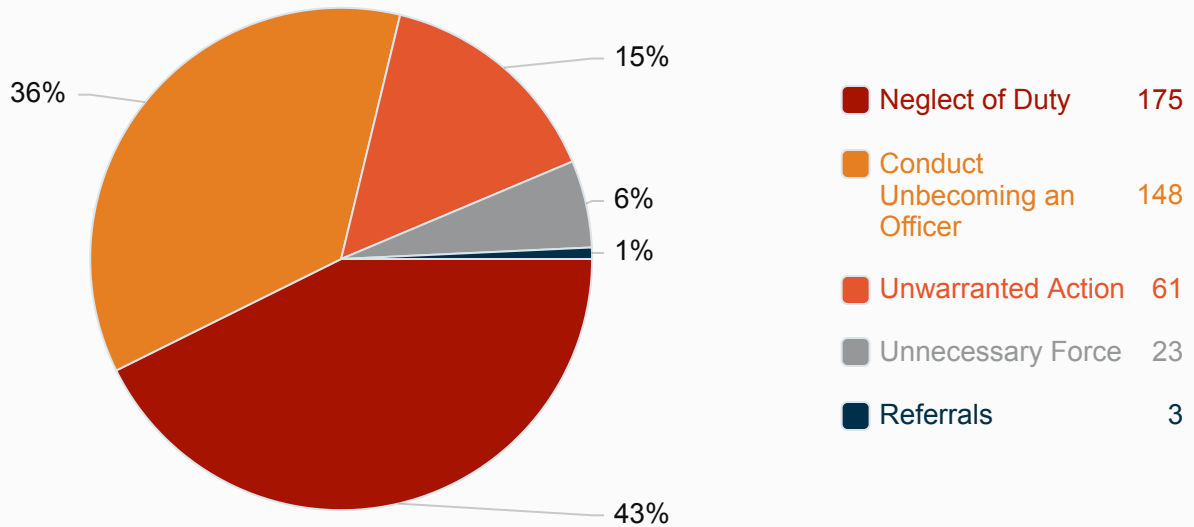


Body-worn Camera
Footage Was Outcome-
determinative In 6
Investigations.

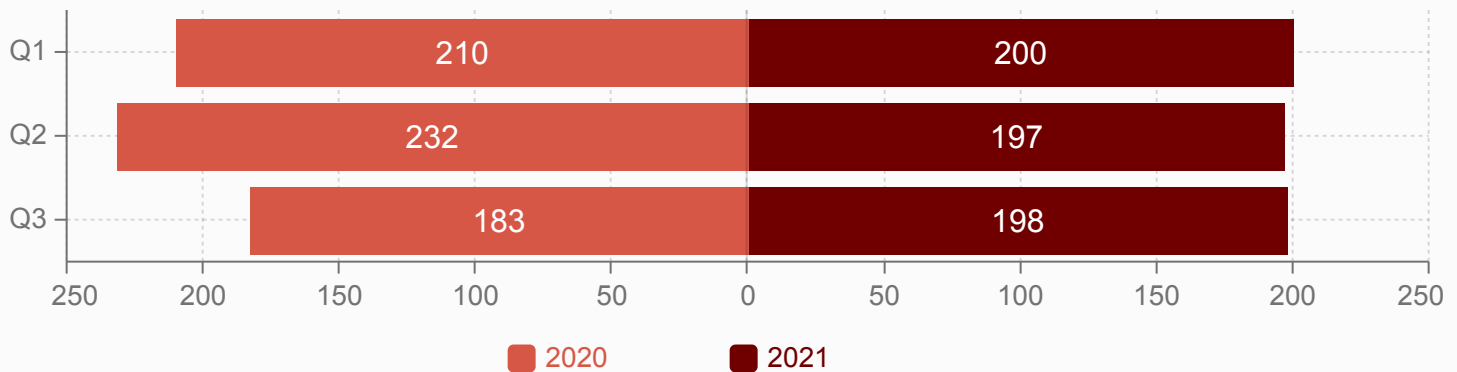
FINDINGS

Allegations Received by Type

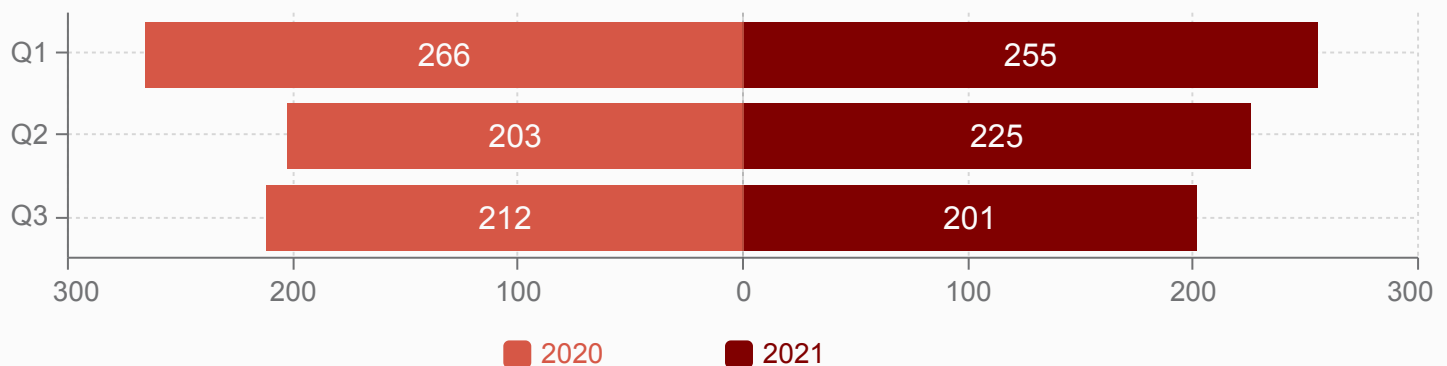
N = 410



Cases Opened by Quarter

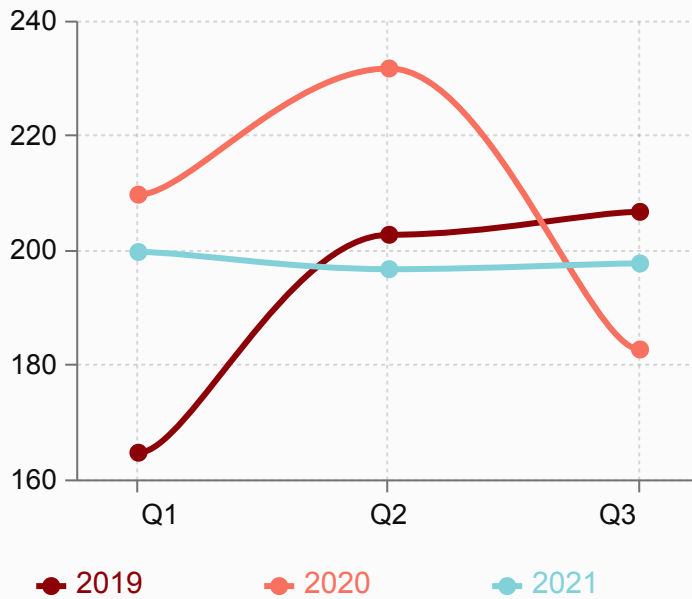


Cases Closed by Quarter

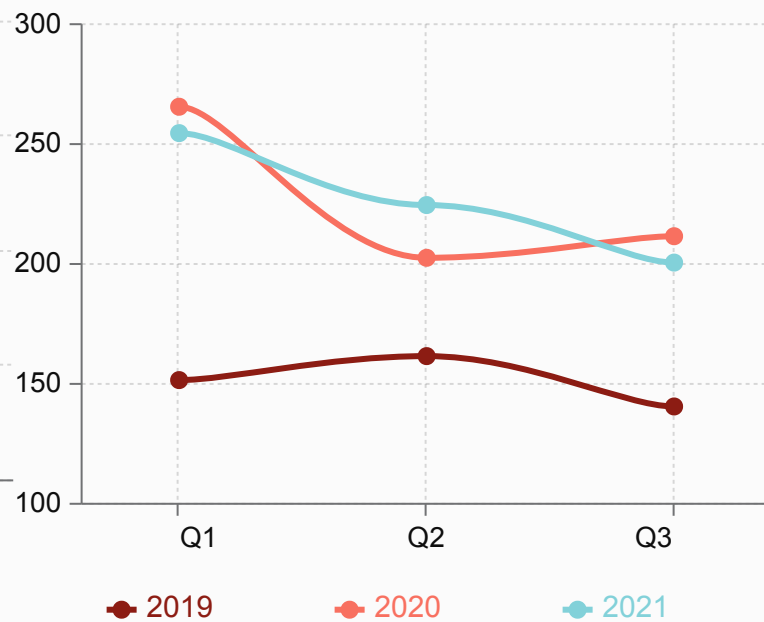


FINDINGS

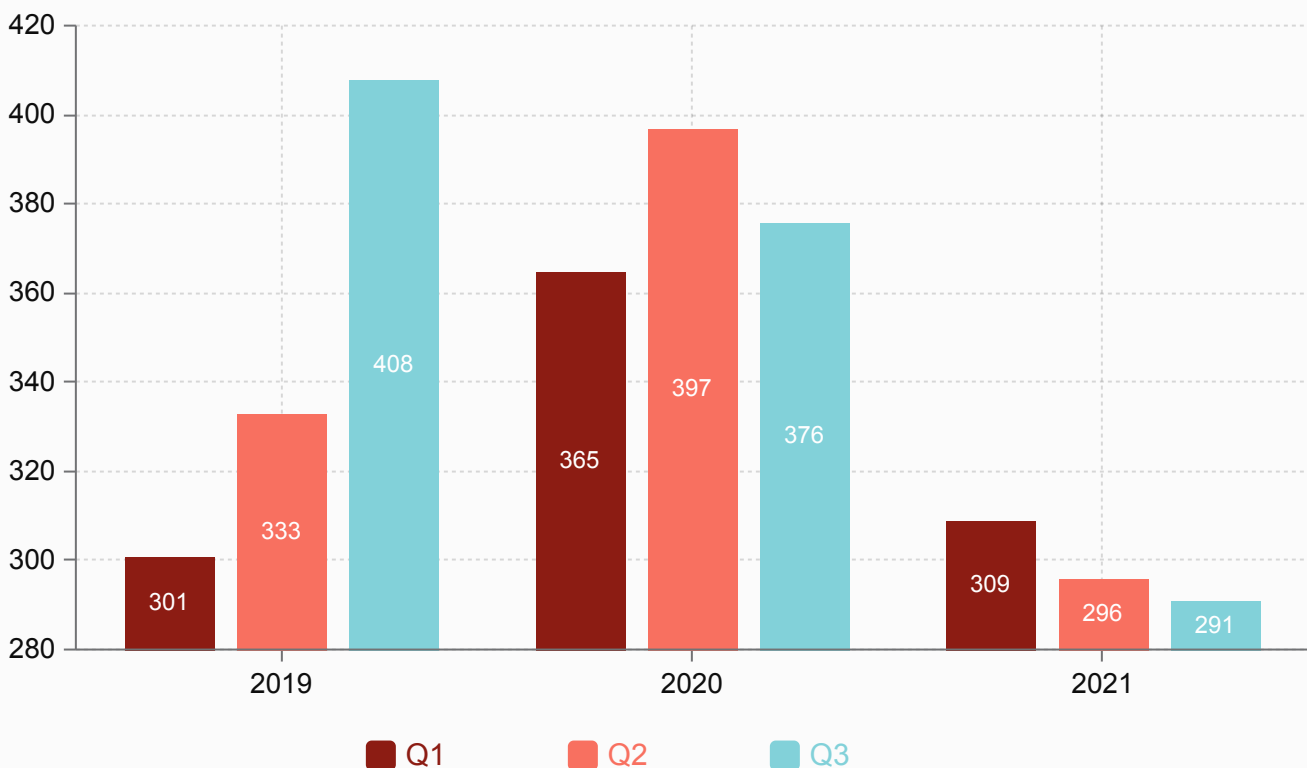
Three Year Comparison of Cases Opened by Quarter and Year



Three Year Comparison of Cases Closed by Quarter and Year



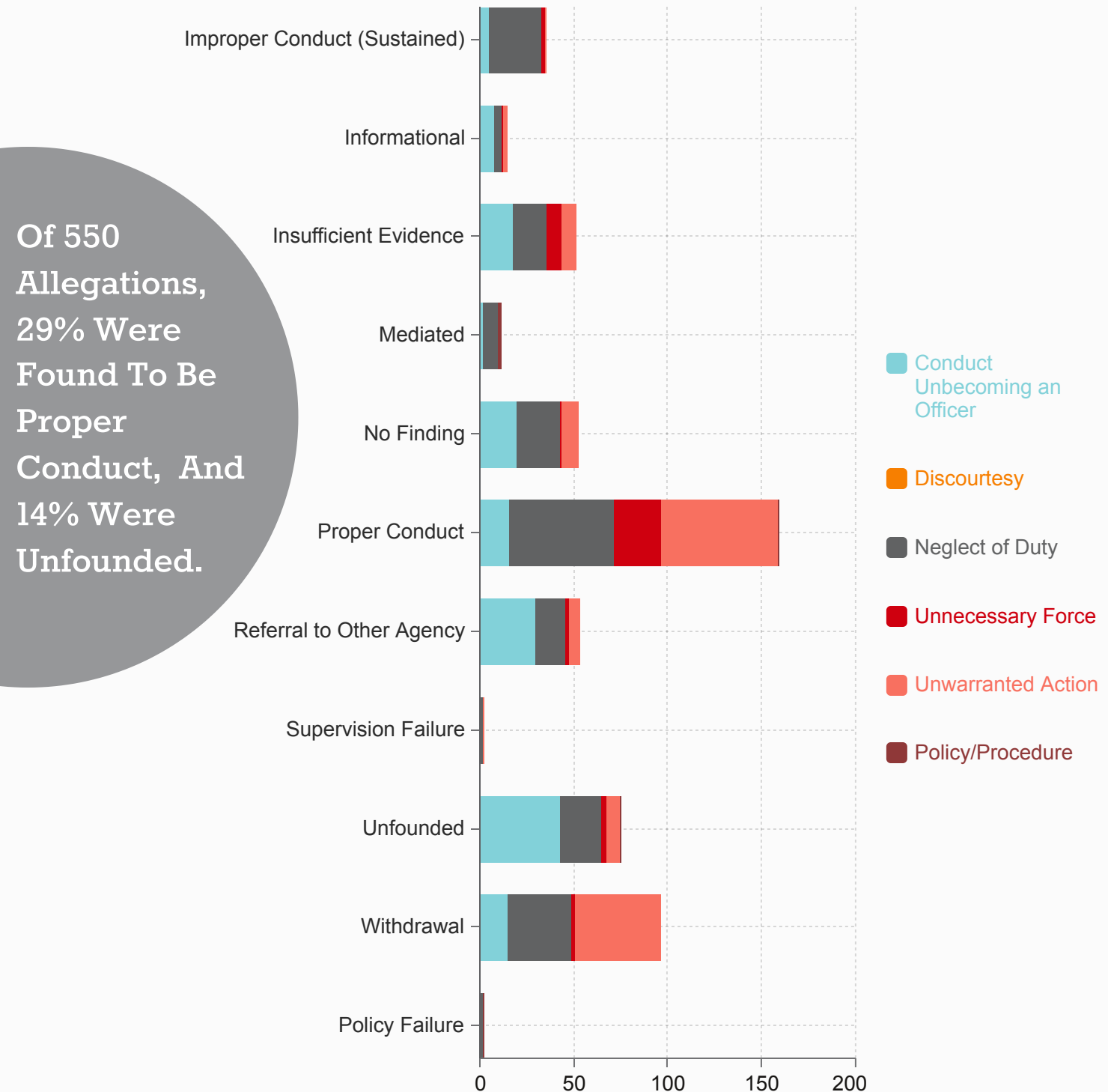
Three Year Comparison of Cases Pending by Quarter and Year



FINDINGS

Findings by Allegation Type

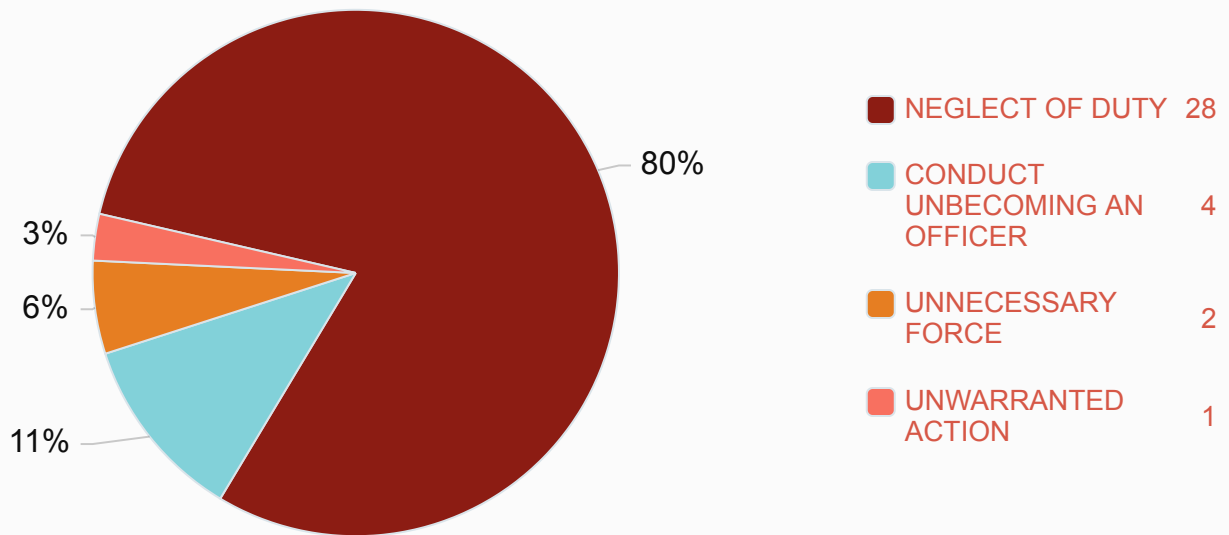
N = 550



FINDINGS

Improper Conduct Findings by Allegation

N = 35



Each allegation type has subtypes.

For example, the Neglect of Duty allegation category includes an officer's failure to activate a body-worn camera and also an officer's failure to prepare an accurate incident report.

Neglect of Duty	Conduct Unbecoming an Officer	Unwarranted Action	Use of Force
Failure to activate body-worn camera	Inappropriate comments or behavior	Misused city property for personal use	Used a carotid restraint hold
Failure to follow SFPD policy or law	Racial bias	Issuing a citation without cause	Failure to comply with DGO 5.01
Failure to write an incident report	Sexual slurs	Handcuffing without cause	Unnecessary or excessive force
Failure to provide name and star number upon request	Misrepresenting the truth	Improper search or seizure of a person, property, or vehicle	Intentionally and improperly discharged a firearm
	Misuse of police authority		

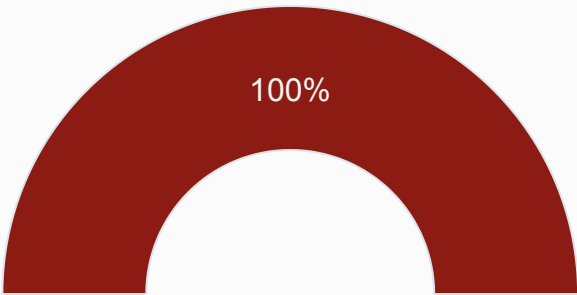
FINDINGS

IMPROPER CONDUCT FINDINGS

BY ALLEGATION TYPE

Conduct Unbecoming an Officer - Allegations Summary

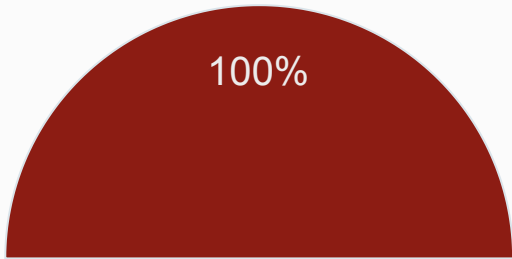
N = 4



■ The officer behaved or spoke inappropriately. 4

Unwarranted Action - Allegations Summary

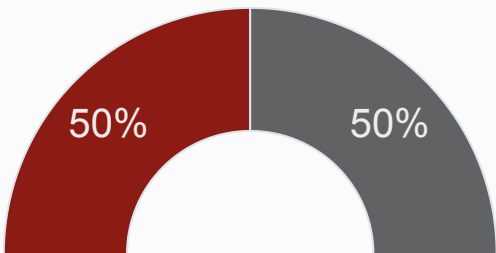
N = 1



■ The officer conducted an improper search or seizure. 1

Use of Force - Allegations Summary

N = 2



■ The officer failed to comply with DGO 5.01. 1

■ The officer used unnecessary or excessive force. 1

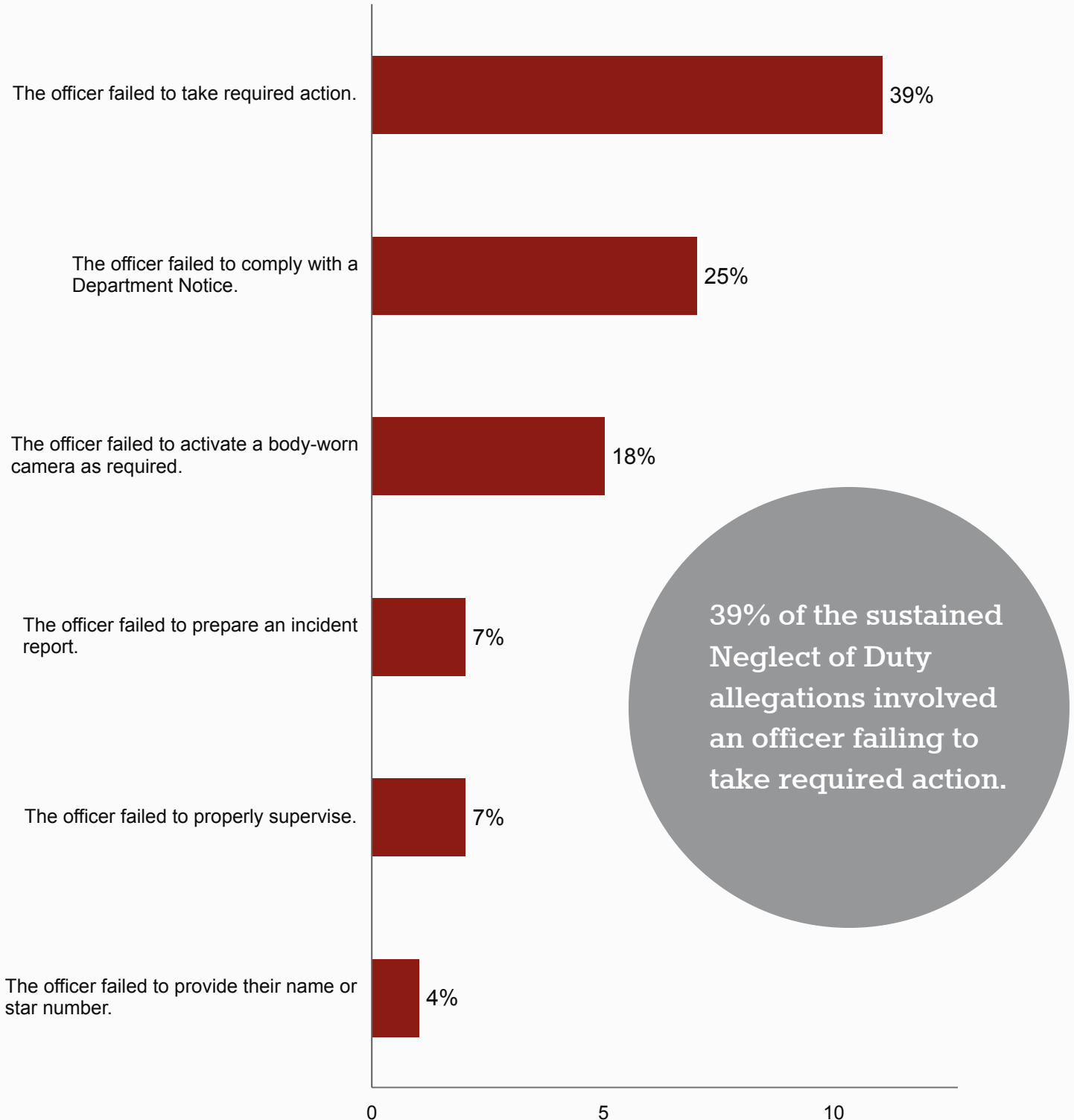
FINDINGS

IMPROPER CONDUCT FINDINGS

BY ALLEGATION TYPE

Neglect of Duty - Allegations Summary

N = 28



COMPLAINANT DEMOGRAPHICS

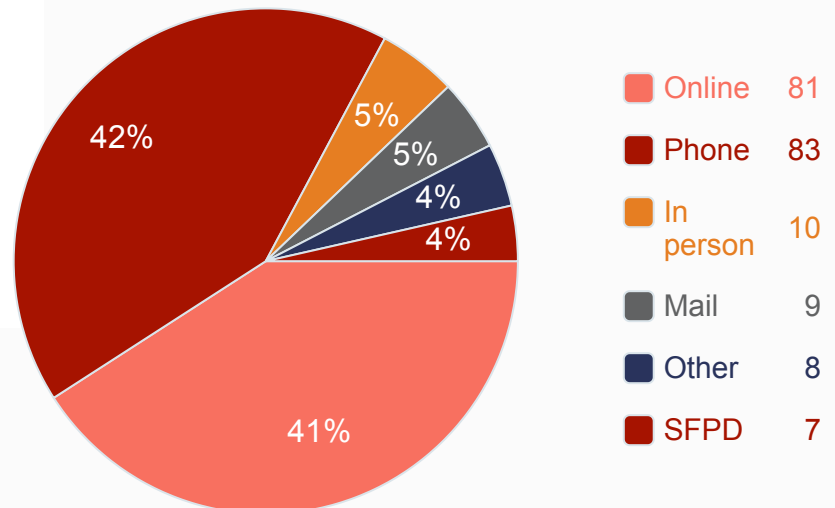
Race/Ethnicity	#	%
Asian	13	7%
Black or African American	31	16%
Hispanic or Latinx	26	13%
White	57	28%
Other	13	7%
Declined to State	58	29 %
Total	198	100%

Age	#	%
1-13	0	0%
14-16	0	0%
17-19	1	1%
20-30	14	7%
31-40	46	23%
41-50	35	18%
51-60	24	12%
61-70	20	10%
71-80	2	1%
Over 80	0	0%
Declined to State	56	28%
Total	198	100%

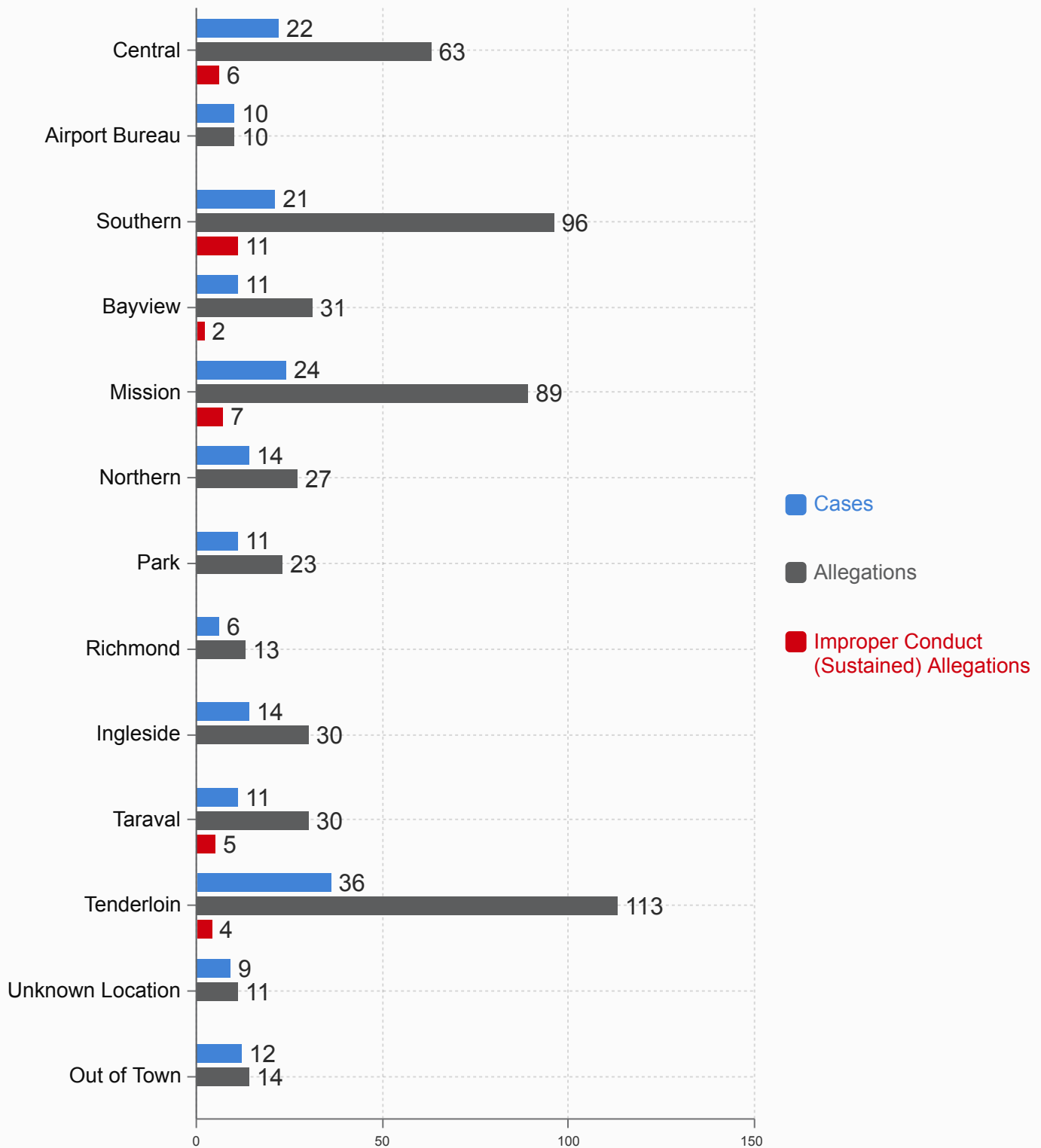
Complainant	#	%
Complainants	194	98%
Anonymous Complainants	4	2%
Total	198	100%

Gender	#	%
Female	60	30%
Male	83	42%
Genderqueer / Gender Non-binary	2	1%
Transgender	2	1%
Declined to State	51	26%
Total	198	100%

How Complaints Were Received



FINDINGS BY DISTRICT



FINDINGS

Case Totals by District



MEDIATION

The Mediation Division mediated eight (8) cases during Q3. Cases originated in Districts throughout the City, including Northern (3) as well as Tenderloin, Mission, Southern, Park, and Richmond.

In the majority of cases, a station representative participated on behalf of SFPD. The most common allegation was Neglect of Duty: Failure to Take Required Action.

Virtual mediation has proven to have significant benefits. We continue to find that mediating online reduces anxiety and allows participants to communicate more effectively and freely. In addition, the logistical ease has helped offset last-minute cancellations and/or failures to appear. Online mediation is greener, reducing travel and replacing hard copies with electronic communication.

Finally, we believe that as virtual mediation continues and its ease and accessibility become more widely known, there is a future role for the DPA to assist and support community mediation. By encouraging online mediation services for underserved communities, this methodology could help resolve issues and decrease the need for law enforcement intervention.



Neglect Of Duty Most
Common Allegation



Continuous Mediator
Trainings And Workshops

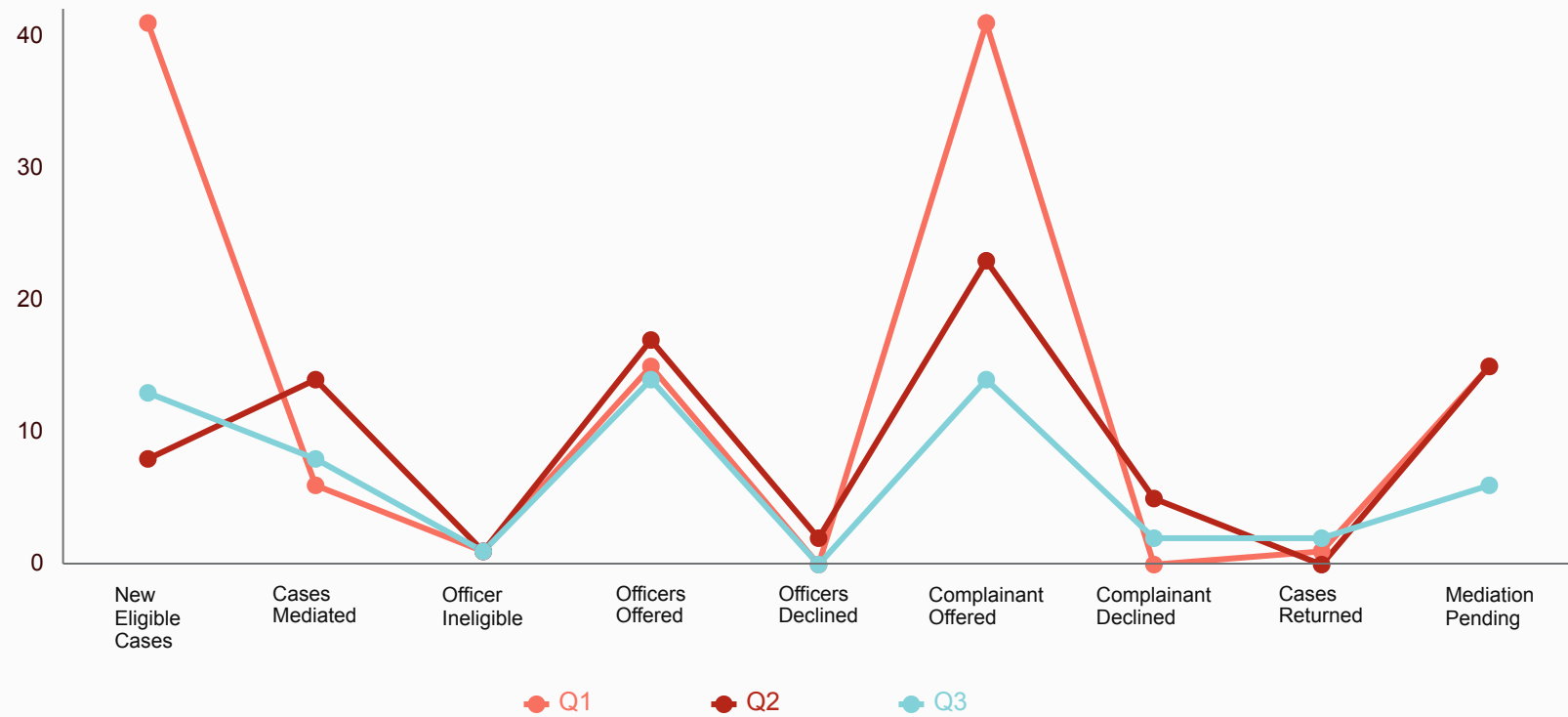


Virtual Mediation Is Here
To Stay



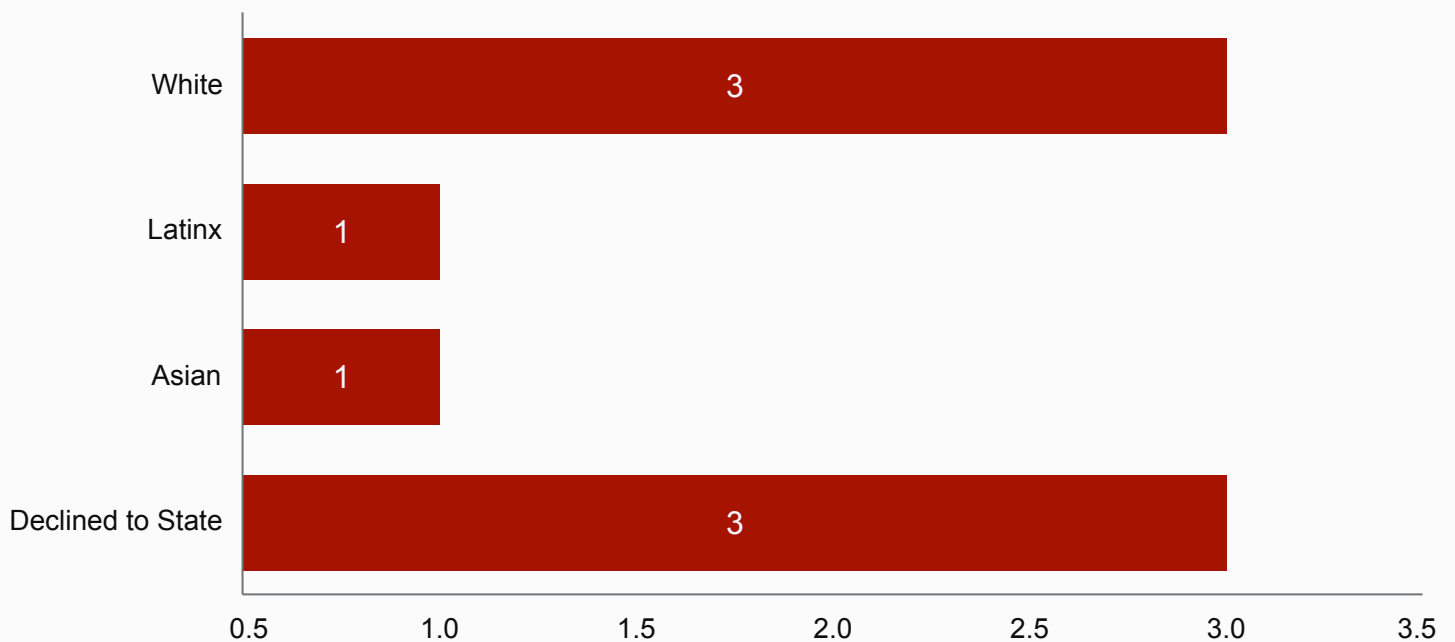
8 Cases Mediated

MEDIATION FINDINGS



Mediation Demographics

N = 8



POLICY

The DPA is mandated by the City Charter to make policy recommendations to SFPD to improve policing. In the third quarter of 2021, the DPA recommended to the Police Commission that SFPD take the following steps to make its decision-making process concerning policy revision more inclusive and transparent:

1. Publish an explanation of the policymaking process:

SFPD should dedicate a place on their website to publish an explanation of how policy decisions that affect sworn members of the SFPD and the community are made and revised.

2. Publish a calendar of events:

SFPD should publish a detailed calendar, apprising the public of all meetings scheduled by SFPD where policy generation and revision will be discussed.

3. Publish a summary of recommendations:

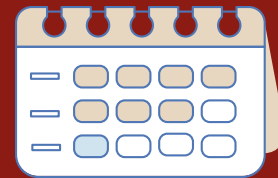
A matrix summarizing all recommendations provided to SFPD during policy revision meetings should be stored in the same dedicated website space for the public to access and review. It should include the name of the policy being discussed, the community members who made recommendations about the policy, a summary of the recommendations made, and SFPD's decision concerning whether to incorporate or ignore the recommendations, as well as an explanation for the decision.

4. Final drafts:

The final draft of the policy should be published on SFPD's website for the public to review at least thirty (30) days before SFPD anticipates adding the policy to the Commission calendar for approval.



Upload Policy
Recommendations To SFPD
Website



Publish Calendar Of Events



Publish A Matrix Of All Policy
Recommendations Provided
To SFPD



Post Final Draft Of Policies
On SFPD Website for 30
Days For Public Comment

OUTREACH

The DPA's Outreach Division serves as our agency's point of contact with the community it serves. The program aims to build transparency through community engagement by improving the public's understanding of DPA's services, goals, and accomplishments.

During this quarter, the DPA collaborated by tabling at a community Dream Keeper Initiative Job Fair event hosted by Human Rights Commission, the Restorative Justice Night event at the Mission Preparatory School, and the Bayview Hunters Point Mobilization for Adolescent Growth in our Communities back-to-school celebration and Backpack Giveaway in the Bayview district.

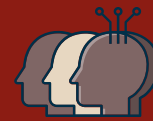
Over the third quarter, the DPA completed over 110 hours of community outreach hours with various organizations, city departments, and companies. The DPA continued to staff the local SFPD district station meetings.

The Outreach Division has finalized the Know Your Rights trifold wallet card and is scheduling presentations and workshops for high school students and youth programs in the Bay Area.

Finally, the Outreach Division periodically meets with the following organizations and departments: The Human Rights Commission, the Racial Equity Law Enforcement Team, Commission Justice Partners Cohort working group, HR Monthly Diversity Recruitment Workgroup, and MegaBlack SF.



DPA Staff Attended
SFPD District
Community Meetings



DPA Staff Completed
Over 110 Hours Of
Community Outreach



“Know Your Rights” Trifold
Card Is Now In Production
Stage

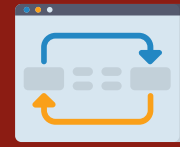
SENATE BILL 1421

Senate Bill 1421 (SB 1421) is a 2019 law that made certain previously confidential investigation records available to the public. To qualify for disclosure, a case must involve a great-bodily injury, an officer-involved shooting, a proven allegation of sexual assault, or a proven allegation that an officer was dishonest in reporting or investigating a matter. The public records team continued a large-scale effort to identify and release qualifying records in the DPA's archives in the second quarter. Before being publicly released, records must be redacted to comply with state and federal privacy laws. All disclosed cases are published to a public web portal at sfdpa.nextrequest.com.

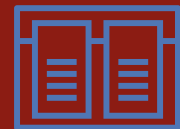
In the third quarter, the DPA released two great-bodily injury cases (787 pages) and one officer-involved shooting investigation (2,054 pages). Seven additional cases were reviewed and determined to be exempt from disclosure.

By the end of the quarter, the DPA's SB 1421 releases totaled 32,764 pages of records for 48 cases, including 9,262 pages of great bodily injury records (35 cases), 20,964 pages of officer-involved shooting records (12 cases), and 2,538 pages of officer dishonesty records (1 case).

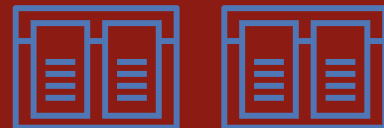
Publishing the investigative records is a historic step on the path to increasing transparency for officer misconduct investigations.



Online Portal Accepts SB
1421 and Public Record
Requests



Pages Disclosed
In 3Q – 2,841



Total Pages Disclosed
As Of 3Q – 32,764



Total Cases Disclosed
As Of 3Q – 48

AUDITS

In Quarter 3, DPA held an entrance conference with the Police Department for an audit on how the SFPD handles claims of officer misconduct. The DPA will perform this engagement with assistance from the Office of the Controller's City Services Auditor Division, Audits Unit.

An entrance conference is a meeting that auditors hold with agency officials at the start of an audit engagement. At the entrance conference, auditors discuss the source of the work, information needs (e.g., data and access to staff), audit objectives, and the need for any precautions to protect data and information.

The DPA's audit of the Police Department's compliance with Department General Order 8.10, Guidelines for First Amendment Activities, is in the fieldwork stage.

During the fieldwork phase auditors interview staff, and conduct the tests and procedures necessary to accomplish the audit objectives in accordance with generally accepted government auditing standards (also known as GAGAS or "Yellow Book"). The DPA will summarize the audit results in a discussion draft that includes preliminary findings and recommendations.

Audit Stages



Planning – Review
Background Information
And Develop Audit
Objectives



Fieldwork – Gather
Information And Analyze
Data



Reporting – Present And
Publish Audit Results



Follow-up – Determine
Whether Corrective
Actions Are Actually Taken

OPERATIONS & TECHNOLOGY

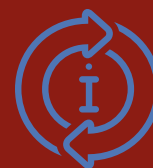
In 3Q, in partnership with Digital Services and Bloom, the DPA successfully launched our new website. The new website includes division pages, reports, and a new dashboard. The dashboard allows stakeholders to look at cases and findings over multiple years. DPA's new website can be found here:

<https://sf.gov/departments/departments-police-accountability>

The DPA continues to work on improving the workflow and increasing security for our case management system. This includes continually updating existing and adding new forms and reports, and preparing for the Winter '22 release of new system features and security requirements.

With the office's reopening, the DPA continues to follow the City's safety guidelines and protocols and seek new equipment and technology to enhance productivity in the office and remote work.

The DPA continued to seek new and modern technological approaches, including performing audio and video redactions and analyzing body-worn camera footage for insightful findings and trends.



Initiated Process To Upgrade
Out-Of-Date Computer
Terminals



Successful Launch Of New
DPA Website



Successful Upgrade Of Case
Management
System To Latest Version



Continual Enhancement On
Operational
Equipment And Technology

INTERNS

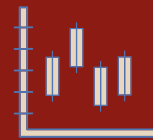
On August 9, 2021, the DPA continued our Law and Justice Reform Internship Program in partnership with the Mayor's initiative, Opportunities for All (OFA). Six interns - five law students, one college student comprise this fall cohort. The program is a fusion between virtual and in-person work.

The fall interns have collaborated with the DPA staff on a variety of projects. These included: summarizing and reviewing body-worn camera footage, policy research, drafting memorandums, participating in podcasts, and assisting with community outreach. The cohort also participated in a speaker series with various City elected officials and employees in both the private and public sectors. In addition to the DPA's cohort, the San Francisco District Attorney's Office's interns have also joined these meetings.

For their final project, the interns presented to the Police Commission a case study about bias and San Francisco police reform, drawing from [Biased](#), a book by Jennifer L. Eberhardt.



Hosted Six
Interns



Interns Are Working
Virtually And
In-Person



Weekly
Developmental
Speaker Series



Interns Presented A Final
Presentation At The San
Francisco Police
Commission

HOW TO MAKE A COMPLAINT



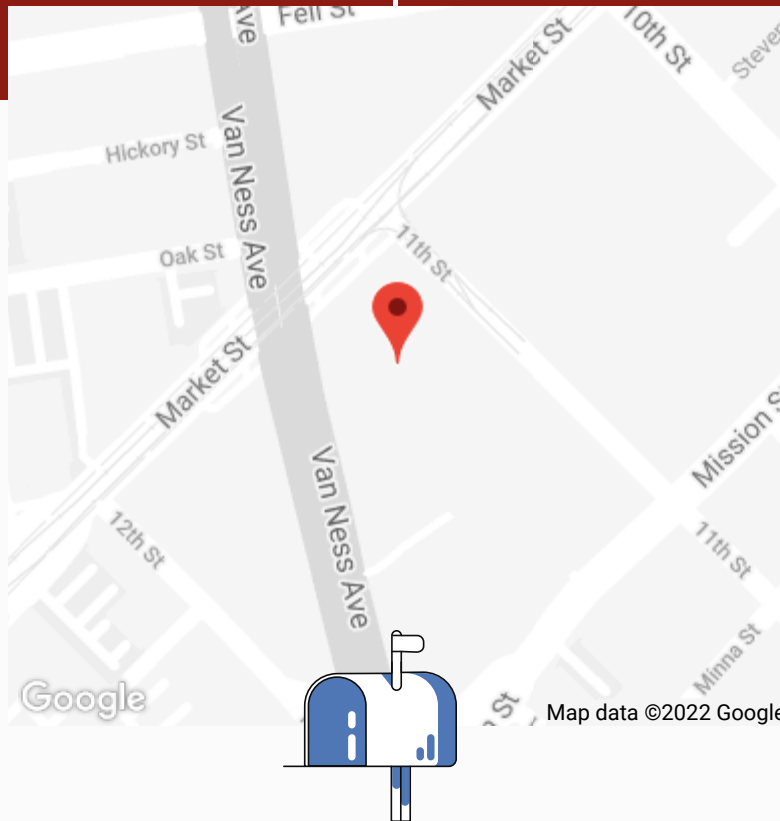
Online

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